

Message Text

CONFIDENTIAL

PAGE 01 MANILA 15834 120515Z

21

ACTION EA-09

INFO OCT-01 ISO-00 PM-04 NSC-05 SP-02 SS-15 EB-07 OMB-01

TRSE-00 L-03 /047 W

----- 099097

R 120345Z NOV 75

FM AMEMBASSY MANILA

TO SECDEF WASHDC PRIORITY

INFO SECSTATE WASHDC 9340

CINCPACFLT MAKALAPA HI

CINCPAC REP PHILIPPINES SUBIC BAY RP

CINCPACAF HICKAM AFB HI

CDRUSACSG MOCG PE FT SHAFTER HI

CINCPAC HONOLULU HI

AAFES PACIFIC HICKAM AFB HI//PEP//

OCMM FD PEARL HARBOR HI

THIRTEENTH AIR FORCE CLARK AB RP

C O N F I D E N T I A L MANILA 15834

E. O. 11652: GDS

TAGS: ELAB, RP

SUBJECT: COLLECTIVE BARGAINING AGREEMENT (CBA) NEGOTIATIONS -
PHILIPPINES

SECDEF FOR MANPOWER AND RESERVE AFFAIRS

REF: A. CINCPACFLT 060237Z NOV 75

B. CINCPACREPPHIL 160907Z OCT 75

C. CINCPAC 070316Z NOV 75

1. REF A OUTLINED NEW GUIDANCE AND OBJECTIVES FOR CONDUCT
NEGOTIATIONS BETWEEN U.S. BASES AND FEDERATION OF FILIPINO
CIVILIAN EMPLOYEES IN RESPONSE REQUEST CINCPACREPPHIL (REF B).
IT NOTED UNANIMOUS RECOMMENDATION OF THREE SERVICE COMPONENT
REPS COMPRISING VOTING MEMBERSHIP OF JOINT LABOR POLICY
COMMITTEE (JLPC) THAT SIGNING BONUSMI PAID ONLY TO
FEDERATION MEMBERS IN GOOD STANDING AS OF SPECIFIED DATE.
REF A ALSO NOTED DISSENT OF CINCPAC AND AAFES, CONCURRED
CONFIDENTIAL

CONFIDENTIAL

PAGE 02 MANILA 15834 120515Z

IN BY OSD, MANPOWER AND RESERVE, WHO TOOK POSITION SUCH

LIMITATION IN CONFLICT WITH ART I AND II OF BASE LABOR AGREEMENT (BLA) OF 1968. EMBASSY MANILA SUPPORTS RECLAMA OF JLPC SERVICE COMPONENT REPS ON ISSUE SELECTIVELY PAID SIGNING BONUS (REF C).

2. EMBASSY AGREES WITH SERVICE COMPONENT VIEW THAT A SELECTIVELY PAID SIGNING BONUS WOULD NOT BE CONTRARY TO BLA. IT NEITHER VIOLATES UNIFORM COMPENSATION CLAUSE NOR DOES IT COERCE EMPLOYEES. REFERENCE TO SIGNING BONUS DOES NOT APPEAR IN CBA. IT IS A PRICE PAID, FOR WHICH UNION GIVES UP CERTAIN OF ITS DEMANDS AND ACCEDES TO CERTAIN MANAGEMENT DEMANDS.

3. EMBASSY HAD EARLIER SUGGESTED ACTION TO MAKE IT POSSIBLE FOR FEDERATION TO ENJOY NON-VOLUNTARY CHECK-OFF OF UNION DUES IN ACCORDANCE WITH PHILIPPINE LABOR CODE (MANILA 8171). IT WAS DECIDED THAT BLA PRECLUDED SUCH PRACTICE (STATE 182991). CURRENT PROPOSAL APPEARS MOST DESIRABLE ALTERNATIVE AT THIS TIME AND PLACE. IT WOULD APPROACH SPIRIT OF PHILIPPINE LAW, MAXIMIZING UNION PARTICIPATION ON A VOLUNTARY BASIS. SELECTIVELY PAID BONUS OF SIZE PROPOSED (MAXIMUM 300 PEOSO) WOULD ENCOURAGE UNION MEMBERSHIP AMONG THOSE WHO HAVE NOT JOINED FOR COST REASONS (RELUCTANCE PAY DUES) WITHOUT BEING COERCIVE TO THOSE WHO DO NOT JOIN BECAUSE OF PRINCIPLE.

4. LABOR UNDERSECRETARY AMADO INCIONG ON NUMEROUS OCCASIONS HAS OPPOSED GIVING NON-UNION MEMBERS FREE RIDE, STRESSING IMPORTANCE SOMEHOW VISIBLY REWARD UNION MEMBERS. OBVIOUSLY, CONCEPT SELECTIVELY PAID BONUS WOULD THUS FIND FAVOR WITH PHILIPPINE DEPARTMENT OF LABOR. AS MATTER FACT, WHEN LABOR ATTACHE AND LABOR ADVISER CINCPACREPPHIL MET WITH INCIONG LAST AUGUST FOR PURPOSE INFORMING GOP WE NOT PREPARED BUY IDEA COMPULSORY CHECK-OFF, POSSIBILITY SOME ARRANGEMENT WHEREBY ONLY UNION MEMBERS WOULD RECEIVE ANY CBA SIGNING BONUS WAS TOUCHED UPON. INCIONG WAS VERY RECEPTIVE TO IDEA, AFTER HAVING POINTED OUT, HOWEVER, THAT OTHER BENEFITS WON BY UNION AT BARGAINING TABLE WOULD HAVE TO APPLY TO ALL MEMBERS OF BARGAINING UNIT, UNION OR NON-UNION.

5. ASSESSMENT ONGOING CBA NEGOTIATION IS THAT FEDERATION
CONFIDENTIAL

CONFIDENTIAL

PAGE 03 MANILA 15834 120515Z

HAS ACHIEVED NO SUBSTANTIAL GAIN TO WHICH IT CAN POINT WITH PRIDE. ON CONTRARY, TO THIS DATE, MANAGEMENT HAS SUCCEEDED IN WINNING BACK SOME PREROGATIVES EARLIER GIVEN UP AND EXPECTS MAKE FURTHER SUBSTANTIAL GAINS IN CLARIFYING PREROGATIVES IN COMPENSATION AND DISCIPLINE. EMBASSY CONCURS IN BASES JUDGMENT THAT FEDERATION CANNOT SIGN SUCH SOCUMENT WITH FACE-SAVING PROVISIO OF OVERRIDING IMPORTANCE TO RANK AND FILE MEMBERSHIP. SELECTIVELY PAID

SIGNING BONUS PROVIDES SUCH A VEHICLE. SULLIVAN

CONFIDENTIAL

NNN

Message Attributes

Automatic Decaptioning: X
Capture Date: 01 JAN 1994
Channel Indicators: n/a
Current Classification: UNCLASSIFIED
Concepts: LABOR RELATIONS, PERSONNEL, COLLECTIVE BARGAINING AGREEMENTS, NEGOTIATIONS, MILITARY BASES, LABOR UNIONS
Control Number: n/a
Copy: SINGLE
Draft Date: 12 NOV 1975
Decaption Date: 01 JAN 1960
Decaption Note:
Disposition Action: RELEASED
Disposition Approved on Date:
Disposition Authority: izenbei0
Disposition Case Number: n/a
Disposition Comment: 25 YEAR REVIEW
Disposition Date: 28 MAY 2004
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
Document Number: 1975MANILA15834
Document Source: CORE
Document Unique ID: 00
Drafter: n/a
Enclosure: n/a
Executive Order: GS
Errors: N/A
Film Number: D750393-0042
From: MANILA
Handling Restrictions: n/a
Image Path:
ISecure: 1
Legacy Key: link1975/newtext/t19751150/aaaabszb.tel
Line Count: 116
Locator: TEXT ON-LINE, ON MICROFILM
Office: ACTION EA
Original Classification: CONFIDENTIAL
Original Handling Restrictions: n/a
Original Previous Classification: n/a
Original Previous Handling Restrictions: n/a
Page Count: 3
Previous Channel Indicators: n/a
Previous Classification: CONFIDENTIAL
Previous Handling Restrictions: n/a
Reference: n/a
Review Action: RELEASED, APPROVED
Review Authority: izenbei0
Review Comment: n/a
Review Content Flags:
Review Date: 23 JUL 2003
Review Event:
Review Exemptions: n/a
Review History: RELEASED <23 JUL 2003 by CunninFX>; APPROVED <20 NOV 2003 by izenbei0>
Review Markings:

Margaret P. Grafeld
Declassified/Released
US Department of State
EO Systematic Review
06 JUL 2006

Review Media Identifier:
Review Referrals: n/a
Review Release Date: n/a
Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
Secure: OPEN
Status: NATIVE
Subject: COLLECTIVE BARGAINING AGREEMENT (CBA) NEGOTIATIONS - PHILIPPINES
TAGS: ELAB, RP, US
To: DOD
Type: TE
Markings: Margaret P. Grafeld Declassified/Released US Department of State EO Systematic Review 06 JUL 2006